

# PUBLIC EMPLOYMENT RELATIONS COMMISSION

## **Labor Relations Basics Workshop Series**

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**9:00 – 9:30 AM**

### **OVERVIEW OF PERC SERVICES**

*Presented by Executive Director Cathy Callahan*

Learn about PERC's jurisdiction and what labor relations dispute resolution services the agency offers to its clientele.

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**9:30 – 10:30 AM**

### **WHAT TO EXPECT AT A PERC HEARING**

*Presented by Terry Wilson, Labor Relations Adjudicator/Mediator*

Get practical advice about PERC hearing procedures and how to get ready for a hearing before an Examiner or Hearing Officer. Topics covered will include:

- How representation and unit clarification hearings are different from unfair labor practice hearings;
  - What the agency expects regarding the presentation of witnesses and exhibits;
  - How to use an opening statement to “set the stage” for what you want to present; and
  - How to use a pre-hearing conference to reduce or simplify the hearing process.
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**10:30 – 10:45AM**

**BREAK**

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**10:45 – 11:45 AM**

### **UNILATERAL CHANGE UNFAIR LABOR PRACTICES**

*Presented by Robin Romeo, Labor Relations Adjudicator/Mediator*

Help understand what a unilateral change unfair labor practice is and how PERC deals with these cases. You'll hear about topics like:

- What are the “basics” of a unilateral change unfair labor practice complaint;
  - How does past practice affect unilateral change litigation;
  - How does a unilateral change complaint get deferred to grievance arbitration;
  - What is the difference between “decision” and “effects” bargaining.
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**11:45 AM – 1:15 PM**

**LUNCH ON YOUR OWN**

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**1:15 – 2:15 PM**

**HOW TO USE THE MEDIATION PROCESS**

***Presented by Claire Nickleberry, Labor Relations Adjudicator/Mediator***

Learn how mediation can help you reach a settlement on a contract or a grievance. Find out what mediation services PERC offers and what to expect when a PERC mediator is assigned to a case. You'll learn:

- What is mediation;
- When is mediation appropriate;
- What styles of mediation might be used;
- When should mediation be requested;
- What are some common myths about mediation;
- How should you work with a mediator; and
- Where can mediation be used to resolve disputes.

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**2:15 – 2:30**

**BREAK**

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**2:30 – 3:15 PM**

**RECENT DEVELOPMENTS IN PERC DECISIONS**

***Presented by Executive Director Cathy Callahan***

Learn about recent decisions issued by the Executive Director, Labor Relations Adjudicator/Mediators and the Commission.